

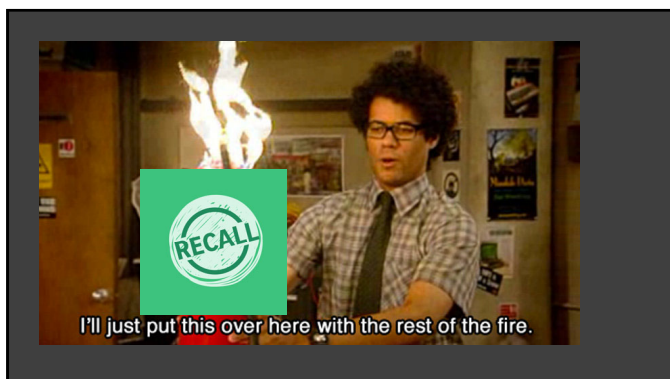


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Objectives

- Participants will be able to use at least 1 self regulating skill
- Participants will be able to identify at least 3 situations and attitudes in their work environment that either contribute to or undermine feeling calm
- Participants will be able to understand the concept of posttraumatic growth and recognize the difference between post traumatic growth and toxic positivity.
- Individuals who manage others will be able to understand the limitations and responsibilities they have for creating and maintaining a work environment that has the least possible fallout on the mental health of their staff.

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We Care.

About you.
About the families and
communities that need us.

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A Stormy
Few Years

How are you doing,
really?



5

Sum It Up.
How You Are Doing?
6 Words.

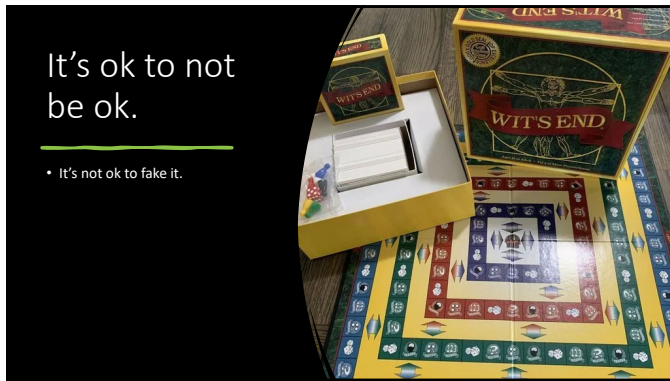
- It's been a long strange trip.
- You can't make this stuff up.
- Someone show me the exit, please.
- Sweet Maya. And still we rise.
- A bird feeds her babies. Tears.
- Thought it was about food. Wrong.
- I am part of the solution.



What a year, huh.

Girl, it's January

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Permission To Be Affected

- The world is a mess. It has affected us emotionally, financially, physically, and socially.
- The very things we might normally use to cope with hardship have been either stripped away or greatly diminished.
- Many, many of us have sustained great loss and witnessed suffering on a level that we did not know was possible.
- We still don't know what the new normal will be.
- It's ok if you are still in a bit of a fog.



Yu, et. al. 2021

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When we are coming out of the fog, it can be difficult to see ourselves clearly.

Catastrophe becomes normalized.

Being tired and irritated feels like the default mood.

Take a minute...

[Am I at risk for burnout? \(mediresource.com\)](https://mediresource.com)

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Burn Out vs Stress

Stress

- Normal stress usually connects to a specific situation. You feel overwhelmed by a deadline, worried about a sick animal, or anxious about finances. When the situation resolves, the stress typically eases. You can still find moments of joy and hope. Your body and mind recover with rest.

Burnout

- Burnout is different. It builds gradually over weeks, months, or years. The exhaustion becomes constant. You feel emotionally numb or detached from things you used to care about. Rest doesn't restore you. You might feel hopeless, cynical, or like you're just going through the motions. Your sense of accomplishment disappears, replaced by feelings of failure or inadequacy.

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Early Warning Signs That Are Asking To Be Seen

Speak Up

Dimoff, et. al.

Emotional Changes	Crying at work Angry outbursts Mentorizing how stressed they are Saying they want to quit, but can't Expressing unhappiness at work Blaming others for unhappiness
Withdrawal	From co-workers From usual activities From participating in team work
Extreme Behavior	Refusing to be helpful Expressing the desire to harm self or others Neglecting personal appearance Significant weight changes Behaving in ways in contrast to value system Justifying bad behavior Aggressiveness
Attendance Problems	Calling in Late to work Late back from breaks
Performance Concerns	Missing deadlines Failing to perform at usual level Interfering with the performance of others Being forgetful, not returning emails, losing paperwork, not completing tasks

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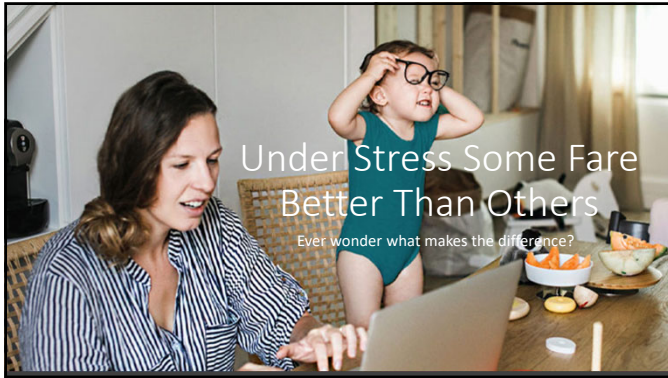
Unnecessary Suffering

- 2 out of 3 people with a mental health issue do not seek treatment because of **stigma at work**
- 48% of individuals polled in 2008 stated that a mental health problem was just an excuse for poor behavior on the job
- Managers are particularly reticent to ask "Are you OK?" or to state the symptoms that they are seeing
- Employee resources are often underutilized or even unknown to the employee
- Many employees feel that early warning signs of their mental health decline were ignored, minimized or shamed

Dimoff, et. al.



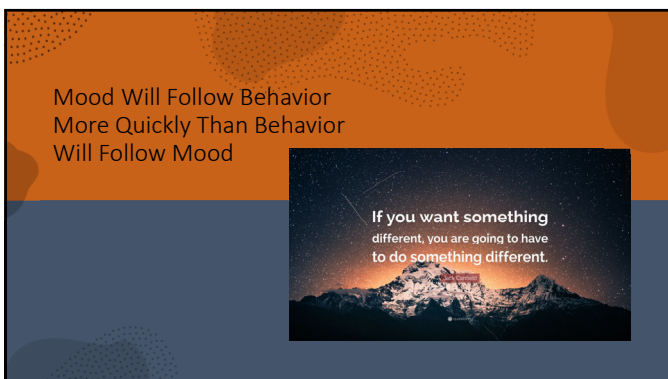
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Peace
is not the
absence of
chaos—it's
the calm
you create
within it.

Your Active Participation Is Required to Be Calm

- Discern and prioritize
- Question "How do I know this to be true?"
- Don't take the bait
- Offer and receive grace
- Tend to your triggers
- Rest
- Step back
- Repeat

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Get Out of Your Head & Into Your Body

Grounding Through Your Feet

- Stand barefoot. Notice the texture beneath your feet.
- Shift your weight slowly side to side. Feel your connection to the earth.

Orienting

- Slowly turn your head left and right.
- Notice what your eyes are drawn to. Let them settle on something calming.

4-Count Breath

- Inhale to a count of 4, hold for 4, exhale for 4, pause for 4. Repeat 3–5 times.

Hand-to-Heart Touch

- Place your hand on your heart.
- Feel the warmth and weight. Say something kind to yourself.

Tension Release Shake

- Shake out your arms, legs, and shoulders for 30 seconds.
- Let your body release stuck energy.

Butterfly Hug

- Cross your arms over your chest. Tap each shoulder alternately.
- Breathe slowly as you do this for one minute.

Eye Tracking

- Move your eyes slowly in a figure 8 pattern.
- Helps integrate both hemispheres of the brain.

Rock

- Sit comfortably.
- Close your eyes, gently rock side to side

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Let Body Help

Humming

- Hum a soft tune or "Ahhhh"
- Vibrations help calm the vagus nerve.

Safe Place Visualization

- Imagine a location where you feel safe.
- Notice what you see, hear, and feel there.

Thymus Thump

- Form a flat fist
- Thump slowly, just below your collar bone

Yawning & Stretching

- Encourage a few deep yawns.
- Stretch your arms high and let out a sigh.

Ball Toss

- Gently pass a ball between your hands.

*A Somatic Way
Back to a CALM Mind*

C

A

L

M

Connect with your body

Assure your safety

Live your truth

Mindfully choose

newwayscenter.com

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If You Have Struggled to Navigate Emotions Grow Your Emotional Intelligence!

- EQ is a learned attribute, not a state of character
- If you over-react or under-react (lash out, bury your feelings, numb yourself, isolate) there are lots of tools.
 - Contact your Employee Assistance Program
 - Online <https://www.helpguide.org/articles/mental-health/emotional-intelligence-10001.htm>
 - Free workbook <https://www.cdn.vanderbilt.edu/files/default.aspx?developing-your-emotional-intelligence-2020.pdf>
 - TED Talk (this is a well invested 17 minutes) https://www.ted.com/talks/robert-emmons-how_to_develop_high_emotional_intelligence?language=en



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Take Your Brain Back



High EQ is Protective

- The ability to recognize and appraise emotions in your self and others. Particularly with nonverbal cues
- The ability to regulate your own emotions and help others to regulate theirs
- Having emotion without becoming the emotion
- Having emotion without avoiding emotion
- Being able to navigate witnessing the emotions of others without taking it personally

Rami, et. al. 2018

<https://www.workplacestrategiesformentalhealth.com/start-assessment>

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Pause... Make an Intentional Choice



Post Traumatic Growth

- Retaining the ability and desire to connect with others
- Focusing on problem solving
- Being able to negotiate
- Taking time and energy to care for yourself
- Identifying needs and being proactive about getting needs met
- Being adaptive

Finstad, et.al. 2021

Secondary Traumatic Stress

- A pattern of calling in or showing up late
- Inability to complete tasks that you have usually been able to manage
- Approaching work in a rigid or survival mode manner
- Not looking or acting like yourself
- Finding co-workers no longer count on you
- Feeling unable to improve your work

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Post-Traumatic Growth Is All About Perspective

Your mental health will likely be better, and your job satisfaction will likely be greater if you believe.....

- you are part of a something much bigger than your clinic
- you can communicate openly and honestly with your team
- you are part of the solution
- something positive can be eeked out of the chaos
- you can care for yourself at the same time you are trying to care for others
- there is support if you ask for it

Finstad, et.al. 2021



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Post Traumatic Growth is Not Toxic Positivity.

From Toxic Positivity to Validation & Hope

Reframing emotions requires acceptance, validation, and support. Make it okay to not be okay

Toxic Positivity

"Think positive."

"Don't be so negative."

"I don't want excuses."

"Get over it!"

Validation & Hope

"The way you're feeling is valid. How can I help you?"

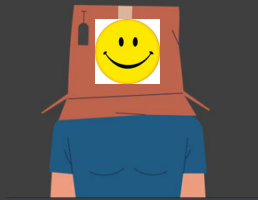
"It's okay to feel negative about this now."

"It's okay if you need a break or step back."

"This is hard. But you've done hard things before and I trust you."

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This Is Toxic Positivity



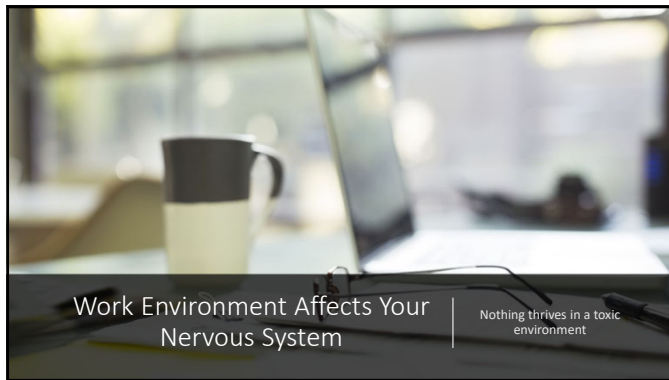
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Boundaries, Discomfort, & Peace

- People pleasing isn't peace.
- Just because something is uncomfortable, doesn't mean it is bad.
- Boundaries that support your values create real calm.
- Speaking from "I" is both vulnerable and courageous.
- It isn't selfish to opt out of thoughts, actions and situations that no longer serve you.



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Negative Work Cultures Affect Us After Hours

The effect of negative work cultures affect can be hurtful after the workday ends.

- Low job control, high job demand = my way or the highway
- Low organizational justice = poor me
- Low workplace social support = abandonment
- Workplace conflict and bullying = defensiveness
- Effort/reward imbalance = why bother
- Organizational change = fearfulness

Harvey, et.al. 2017



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No, I can't come to work today, you sucked all the life from me yesterday.

someecards
user card

Not Good

What might you do differently to reserve some of you for you?



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A Positive Work Culture is Protective

- A noncompetitive environment
- Equality in pay, not dependent on "production"
- Prosocial and cooperative atmospheres (mentoring)
- Regular work hours
- Responsibility is not greater than autonomy to perform the job

Dahl, et al 2020
Harvey, et al, 2017



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Building Resiliency At Work In Tough Times

- Affirmative humor – making others laugh, making yourself laugh at no one else's expense reduces overall stress
 - On the contrary, disparaging humor – targeting others or yourself is demoralizing
- Matterring –Feeling seen, important, and needed increases satisfaction at work and in overall life
 - Anti-matterring – not only having needs neglected but also violated increases likelihood of mental health issues including depression and anxiety

MacDonald, et.al. 2020

THE PRACTICE OF CULTIVATING MATTERING



NOTICE PEOPLE
Make eye contact, check-in regularly on people's lives.



COMMUNICATE OTHERS' SIGNIFICANCE
Show people how their traits, strengths, and behaviors make a difference.



SHOW PEOPLE THEY'RE NEEDED
Regularly remind people they're a vital part of your life, school, organization, and society.

Adapted from Rosenthal & Grotzer, 1991

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Simple Changes Boost Mood

- Background music – without words
 - Concentration improves, stress is lowered
- Inclusivity in decision making increases engagement and decreases feelings of powerlessness
- Keeping your value system in the forefront of your mind and noticing how your work and WIC's mission supports your personal values
- Noticing others – co-workers, and clients – to the extent required to find a point of connection.
- Debriefing – sharing with coworkers, being mentored, stating concerns early and with the desire to find the best solution for all concerned



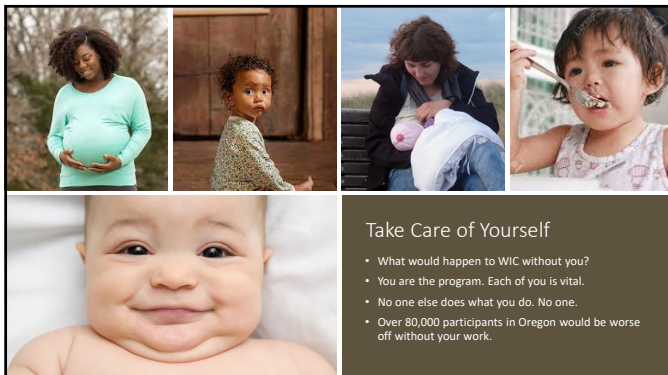
Raglio, et. Al. 2020
Sharma, et. Al. 2020

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Creating Healthy Workspaces Requires Effort

- Resources for creating a safe workspace
 - <https://www.mhanational.org/workplace/mental-health-for-employers>
- Resources for disclosing your mental health issues and your rights as an employee
 - <https://www.nami.org/Your-Journey/Individuals-with-Mental-Illness/Succeeding-at-Work>
- Guidebook for handling mental health issues in the workplace
 - https://humanrights.gov.au/sites/default/files/document/publication/workers_mental_illness_guide_0.pdf
- E learning - Notice. Talk. Act. At Work. - Manager Training to Create a Mentally Healthy Workplace
 - <https://www.youtube.com/watch?v=w0R1MBYNLHY>

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Take Care of Yourself

- What would happen to WIC without you?
- You are the program. Each of you is vital.
- No one else does what you do. No one.
- Over 80,000 participants in Oregon would be worse off without your work.

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